

GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT

A.P. Health Sector Reform Programme (APHSRP) – Human Resource Cell (HRC) in SPIU – Temporary drafting of Officers – Orders – Issued.

HEALTH, MEDICAL AND FAMILY WELFARE (H2) DEPARTMENT

G.O. Rt. 486

Dated: 03-04-2010

Read:

ORDER:

A review of the Human Resources (HR) architecture of the Department revealed that, apart from mammoth numbers, it is characterized by plethora of cadres and categories with ill defined job descriptions and responsibilities, unpredictable career path and service rules that lend themselves to flexible interpretation. The stated situation has not only created voluminous litigation centered on HR issues but has more significantly, contributed to poor staff morale, sub-optimal performance, inefficiency etc. The existing system is too over burdened to address the strategic issues relating to cadre management of the department.

2. In this context after careful examination of the matter, it was decided to establish a Human Resource Cell (HRC) with the staff drawn from the component departments for performance of specific tasks in the existing SPIU. The exercise overall will result in comprehensive review of all aspects of human resources management (service rules, cadre management, database, recruitment, promotions, transfers, incentives, career progression and manpower planning, institutional architecture for effective management of human resources etc.,) of all component departments of DMH&FW. The SPIU will provide executive and logistic assistance to the HRC for its effective functioning.

3. For immediate operationalisation of the HRC, the following officials are being drafted on a temporary basis for a period of eight weeks (effective the day of their joining the HRC) entrusted with specific tasks.

Team	Name of the Officer	Specific tasks
1	1. Mr. Srinivasa Reddy, Deputy Director (Administration) Regional Director (Health) Warangal	1. Service Rules rationalization with an outcome of draft service rules to all categories of staff.
	2. Mr. K. Appa Rao Deputy Director (Administration) Regional Director (Health) Kadapa	
2	3. Dr. Ramana C/o. Directorate of Medical Education, Hyderabad	1. Rationalization of Directorates (DH, DME and APVVP) administrative structure (work distribution, SOPs, work monitoring etc.) 2. Rationalization of RDM&HS and DM&HO establishment
	4. Mr. B.V. Rao, Assistant Director (Planning) Directorate of Health, Hyderabad	

4. The SPIU will provide executive and logistic assistance to the HRC for its effective functioning. Sri. B. Prem Kumar, Deputy Director (Administration) of DME and the HR specialist of SPIU will be responsible for the overall coordination support to the HRC. The HRC will function under the overall control and supervision of the SPIU Director (Additional Secretary to the Government).

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5. The above arrangement is strictly temporary and the officer will revert to his substantive post upon completion of the assignment.

6. The Controlling officers are requested to relieve the officers posted in HR cell immediately by making temporary arrangement. The drafted officers shall report before the Secretary to the Government immediately.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

P.V.RAMESH  
SECRETARY TO GOVERNMENT

To

The Director of Health. A.P. Hyderabad.

The Director of Medical Education, Hyderabad.

Copy to:

The P.S. to the Principal Secretary to the Government, HM&FW Dept., A.P. Secretariat,

Hyderabad.

The P.S. to the Secretary to the Government, HM&FW Dept., A.P. Secretariat, Hyderabad.

The Chief Executive Officer, A.P.H.S.R.P. and CFW, Hyderabad.

The Director, SPIU (for needful action to provide executive assistance and logistic support to each of the member of the HR Cell)

Sr. B. Prem Kumar, Dy. Director (Admn) O/o/ the DME and HR Specialist, SPIU, Hyderabad for needful action.

All the HODs / Authorities under HM&FW Dept. Govt. of A.P.

The RDMHS, Warangal / Kadapa.

The individual Officers concerned

SF / SCs.

// FORWARDED :: BY ORDER//

SECTION OFFICER